Amendments to the Claims

Claim 1 (Currently amended):   A method of developing criteria of performance for a job position comprising:

(a)   defining a set of observable behavioral characteristics relevant to a performance in jobs;

(b)   ~~Surveying~~ surveying a set of subject matter experts having knowledge or experience relevant to the job to derive how said characteristics relate to the job;

(c)   ~~Defining~~ defining the job based on said surveying~~.~~;

(d)   preparing a report based on the surveying; and

(e)   surveying existing employees regarding said job to derive how said existing employees demonstrate the said characteristics relative to said job.

Claim 2 (Original):   The method of claim 1 wherein the characteristics are related to behaviors.

Claim 3 (Original):   The method of claim 1 wherein the characteristics are related to attitudes.

Claim 4 (Original):   The method of claim 1 wherein the characteristics are related to behaviors and attitudes.

Claim 5 (Original):   The method of claim 1 wherein the characteristics are related to beliefs.

Claim 6 (Currently amended):   The method of claim 1 wherein the set of ~~persons~~ subject matter experts comprises one or more persons.

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Claim 7 (Original):   The method of claim 1 wherein the step of surveying comprises providing a set of questions to the subject matter experts, the set of questions being pre-correlated to deriving the importance of said characteristics for the particular job.

Claim 8 (Cancelled).

Claim 9 (Currently amended):   The method of claim [[8-]]1 further comprising surveying a potential applicant for said job to derive how said characteristics relate to said potential applicant.

Claim 10 (Currently amended):   The method of claim [[10-]]9 further comprising comparing the surveying of the potential applicant with the surveying of the set of subject matter experts.

Claim 11 (Cancelled).

Claim 12 (Currently amended):   The method of claim [[11-]]1 wherein the existing employees include the set comparing-comprising employees in said job, employees subordinate to said job, employees superior to said job, customers interfacing with said job, and peers to said job.

Claim 13 (Original):   The method of claim 12 further comprising surveying a set of existing employees regarding said job to derive how said existing employees demonstrate said characteristics relative to said job.

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Claim 14 (Original):   The method of claim 12 further comprising providing feedback to a said existing employee in said job based on the surveying of existing employees.

Claim 15 (Withdrawn):   A method for identifying competencies (soft skills) required for superior performance for a given job comprising:

determining a Set of Competencies;

presenting a Position Survey to one or more persons having prior familiarity with the position;

deriving performance criteria relative to said position form the Position Survey;

reporting said performance criteria.

Claim 16 (Withdrawn):   An system for identifying competencies (soft skills) required for superior performance for a given job comprising:

a computer having a memory;

software operatively associated with said computer and memory;

the software generating a survey for one or more incumbents in a given job or position, the
       survey being based on a set of observable behaviors for performance in jobs;

the software compiling answers to said survey and generating a report that characterizes the job
       or position based on the observable behaviors.

Claim 17 (Withdrawn):   The system of claim 16 wherein the software further generates a survey for an applicant for said job or position, the survey being based on the set of observable behaviors.

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Claim 18 (Withdrawn):   The system of claim 17 wherein the software further generates a report characterizing the applicant relative to the observable behaviors.

Claim 19 (Withdrawn):   The system of claim 18 wherein the software further generates a survey for any of the set comprising incumbents in the job or position, co-workers to the incumbent, superiors to the incumbent, or subordinates to the incumbent, the survey being based on the set of observable behaviors..

Claim 20 (Withdrawn):   The system of claim 19 wherein the software further generates a report characterizing the incumbent relative to the survey of claim 19.

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